



[illegible]

[illegible]

“ΑΥΑ-iv a¹ fai¹ nō¹ bā - fāv¹ pā, á¹ a¹ m¹ f¹ p¹ a¹ v¹ nū... á¹ a¹ fāv¹ pā, ā¹ g¹ pā, ú¹ á¹ v¹ é¹ a¹ y¹ bā i¹ nū¹ a¹ v¹ nū² m¹ á¹ z¹ á¹ g¹ nū¹ a¹

·ÁUÀ-IV 1 : EvÀÉ^aÀPÀÀ ÄqPÀÉ^aÄvÄÜ ÄqPÀÄÁÄ PÄÄUÄÄ

[illegible]

№	პირობა / შეზღუდვა	წესი / შედეგი	პირობა ან / შედეგი
1	±A-AIAA აპირა ატარავ Cxტო, Aa MAZა, AaIAEA ±SPEA±PEAB Cოპიკიუქე, AaAa აააა EZEAB PAABmAÁV Cაა, AaAAR ¹ vAvAO, AzA'DZA , PAAIAZP e PPAASZPÁV S¼A, AaAa აააა, AaAa, AaAa Eბქ, AaAa RavA ¹ PPEA ¹ AaAa.		Dgi
2	(i) , AgDvA , BPE AIFEADFAIAEAB ±A-AIA , E ¹ Aa MAZა , Yj Aa EFAIAEAB ±A-A PA AaAa AaAa AaAa , AaAa e AaAa , AaAa.		
	(ii) ¹ SAC აააა «ZÁYÖUMÉAB vAvAO, AzA'DZP e , AgDvA , BAvAUE , BAAVj , AaAa M¼AÁV , ÁUME CAUKP ¹ vE EgA ¹ AaAa PqE «±AaA UP AEP j , AaAaAaAUE «AaAa , AzA'DZP e Z ¹ Aa , AaAa NqAaAaAa vA aAaAaAa , AgDvA , BAvAUE vGMAA AIFEADFAIA SUE Cაა, AaAAR , AaAa.		J ¹ Aa
	(iii) ¹ SAC აააა «ZÁYÖUMÉAB vAvAO, AzA'DZP e / «AaA , PAAIAZP e , AgA ¹ AaAa , AaAa AaA ¹ e AaA ¹ AaAaAa.		
3	¹ SAC AaAa AaA , PA Aa CxP A UEAqE PA ¹ vA AaA ¹ «ZÁvi C ¹ AaAaA GUGA ZÁ½ AaA ¹ AaA AaA AaA vAvAO , AzA'DUAP e AaA ¹ , AaA ¹ vG Aa AaA ¹ AaA.		J ¹ Aa
4	CEAPPE ¹ PPAZÁ D , AaA e C¼P ¹ ZA AAEZAZAQA AaA , AEPÁV PAAIAO AaA , AaA ¹ AaA CV ¹ AaA AaA CEAPPE ¹ PPAZÁ , AaA e C¼P ¹ , AaA.		J ¹ Aa
	«ZÁYÖUMÁ AaA ¹ ¹ SAC , AaA AaA C ¹ AaA AaA AaA S¼A AaA JA SÁZ Aa SUE w½ , AaA.		
5	DqAvA ² PPA AaA ¹ » j Aa «ZÁYÖUMÁ , AaA AaA AaA AaA AaA AaA ¹ «AaA ¹ AaA AaA AaA AaA AaA ¹ C ¹ Aa , AgDvA , BPE , BAAVj , AaA AaA AaA ¹ AaA ¹ AaA AaA.		Dgi
6	(i) ¹ Dgi აააა AaA ¹ aQvAi vG AaA AaA ¹ SAC აააა «ZÁYÖUMÁV DAI ¹ AaA.		J ¹ Aa
	(ii) AaA ¹ 100, CV ¹ AaA 101, DAS ¹ Aa 108, vAvAO , AzA'DZP e ZEGPÁTA , AS AaA AaA AaA , AaA e AaA , AaA.		J ¹ Aa
	(iii) ±A-AIA ¹ SAC AaA AEP PA DWÁV AaA ¹ «AaA , AaA AaA AaA SUE AaA PA AaA , AS AaA AaA AaA AaA ¹ AaA ¹ AaA ¹ vG Aa AaA ¹ AaA.		Dgi

[illegible]

[illegible]

“(2) CAXA ¥AIKEAZA CFÖAIAA EPEAAZITÄ aAVAU JA Igt ±Ä®EAB ¥AAW, ÄAZHPEACUE MIAUPEArgMPINCEZAB CCQKEZEI aAE®PA CÖPUNIR, SÖAZAZAXA jÄWAIAÖe GÄdA, PÄögzA JAvaI xCUF DEIIEIER E ¥AAW, MPINCEPEAAZITÄ aAVAU JA Igt ±Ä®IZA aEVIPA PIAVEA PEÄUPEZ E «a j qAAAVe EQMPIZÄI

" ΠΙΕΪΜΕΝΑ "

№ п/п	±Pât PÄ, Ä, ÜKAvgÜÜÜKÄ (²Pât ±ÄqÄwgÄ²PÄgÜ)	££ÄÄZÄÄ ²ÄvÄÜ, Ä, gÄt ±Ä®
1	¥Æ²ÄD ¥ÄxkÄPÄ²Pât ²ÄAvÄ	
	©©JA ¥ÄÄ±	15,000 gÆ
	©©JA ¥ÄÄ±PÆÄB °ÆgMA¥Ä¹ £ÜgÄ ¥ÄÄ±ÜKÄ	7,500 gÆ
	ÜÄxÄÄt ¥ÄÄ±ÜKÄ	2,500 gÆ
2	¥ÄxkÄPÄ²Pât	50,000 gÆ
3	¥£qÄ²Pât (,PÄqj JdÄPÄµ£i)	100,000 gÆ
4	»jÄiÄ ¥£qÄ²Pât (°£iÄg¹, PÄqj JdÄPÄ±£i)	1,25,000 gÆ.

(iv) (3) $E \tilde{A} \ G \neq \alpha A \tilde{A}^a \tilde{A}^z \tilde{A}^S \tilde{A}^V \ F^a \tilde{A}^A \Phi \tilde{E} \tilde{A}^B \ \neq \tilde{A}^I \tilde{A}^E \tilde{A}^F, \ M \tilde{P} \tilde{A}^V, \ J \tilde{A}^B \tilde{E}$

"(3) M^aB^a ¥Á^a w¹ zÀ ÈÉÄAZtÀ à ÄvÜ , A, bjt ±A®± ÈÄR, ÈÉÄAZtÀ gÁPì 1 zÁUà a ÄgÁ¥Á à v, ÄPiz®.

(v) (4) £Ä G¥À ¤AiÄªÄ ©I Ä©qMPlZÄÝ

[illegible]

3. 4EÄ ²Aiä^aAzÄ wzÄYÄ:- .bzj ²Aiä^aAUÄÄ 4EÄ ²Aiä^aAZP è 4EÄ GYÄ-²Aiä^aAZP è (J) RAQZP è (xi) ..Ä©EA vbÄ^aÄÄÄ, F äÄÄÄCFÄZÄB , Äj , ÄPZÄY, JAZbf-

“(xii) F CcPaiā ĀZĀ 5J Yphtzā CrAiā°ē αCōpūr, ĀZĀvē «ZĀyōUĀĀ, ĀgPivē āĀvĀU ‘‘zĀvĀV PĒĀUĀEĀS PĒUĒĀPĀĪĀ.

(xii) «ZÁYÖAİÄ ÄZEİ CEÄ, ĞUÄ aİÄ, AİÄ°è «ZÁYÖUÄÄ ZÄR-Äw «aĜUKEÄB MZÄ, ÄÄZÄ aÄVÄÜ «ÇÖPÜÄR, ÄÄZÄ j ÄwAİÄ°è ÇÄUKEÄB EKÄPÄ, ÄÄZÄ.

(xiv) E-ASAIh Lr ¥EAI Ö-i (sts.karnataka.gov.in)ZP è "EÄZEA ,AYEKE@UMA «^agUMEAB M%UFEAQAVÉ ±Ä-AIA «^agUMEAB MZM, ÄÄZÄ ^aÄVÄO cÖmÄ-1ZÄ jÄwAIA°èC^aÄUMEAB EÄÄPA, ÄÄZÄ."

4. 5EĖ ■AīĀ^aAZĀWZĀYĖ:- Įį ■AīĀ^aĀUMĀ 5EĖ ■AīĀ^aAZPĖ (i) "CFÖAīĖĀB ŠPĖĖPĖIZĀY" JAS YĖZUMĀ VĖĀ^aĀĀĪ 1EĖ GYĖPĀīĀ^aAZPĖ «^aĖJUMĀ^a ĀVĀO CUMĀ ZĀR-UMKEACUĖ DEīTEī YĖĀĪ ŌTERĖ CAXĀ CFÖUAV EKEĀZĀ-Ā^aĀ YĖCPĀPĖĀ Ā.Ė-ĀAZĀ^aĀQĀ^aĀUĀ^aĀ GĖMPĀĪ ŌAZPĖ ĀQĀ^aAZPĀV PĖĖĀĭ qĀĀ ĖPĖĀ YĖCPĀPĖĀVOMĖIZĀY" JAS YĖZUMĖĀB Āĭ ĀPĖIZĀY

(ii) 2FĀ GYĀ ǝAiĀ^aǝZP è F^aĀĀCĒLZĒĀB YĪĪAĪĒĀF. MĀLZĀY, JAZĒĒ-

"(2) CAXÀ ¥ÌVÀÍEAZÌ CFÖAIÄ F PIVÉA PÉÄPÍZP è «a^j 1 ZAXÀ ±@PÍEAB aÌVÀU gÁDá , PÁögzá , Aavà xCUE DEÍ-ÉIEP è ¥Á^aÌv¹gÁ^aÍEAB MÍUÍEArgMÍZÄ

የጽሑፍ ቁጥር	የጽሑፍ ስም	የጽሑፍ ዓላማ
1	የጽሑፍ ስም	የጽሑፍ ዓላማ
2	የጽሑፍ ስም	የጽሑፍ ዓላማ
3	የጽሑፍ ስም	የጽሑፍ ዓላማ
4	የጽሑፍ ስም	የጽሑፍ ዓላማ

(iii) 3EĠ GYĀ ðAīā ĀZP ē “_ÁāDðPhā āNĀU «ZĀyōUMā” JAS YēZUMā vjā āĀAiā “PEĀŌI PA ±PitPA , A, ŪMā (āNĀŌPhit, ðAīāAvit, YðPPĀZĀ ōUK, EvĀc) (wzĀYĕr) ðAīā āŪMā, 2018qā YĒĀqā CUMĕr. ĀZĀ īKEĀĀiā «1ĤtōĀEB

a ĦVU0 YĠAVÄ, CUMYR, ÄZÄ äÄ° EÄ °ZÄ oÄÄt ÄIÄÄ, äÄ®ÜEÜÄJ, ÄäEvgÄ YPgt UkUÄV äĦVU EgÄä , Ä, ÜÄÄ äÄEÄÄIÄ
EkÄPgÄt PÄV CEÄ-Ä, MPZÄ®

(2) (3) $\text{E}\ddot{\text{A}} \text{ G}\ddot{\text{Y}}\text{A} \propto \text{A}\ddot{\text{I}}\ddot{\text{A}}^a \text{A}\ddot{\text{Z}}\text{A} \text{ v}\ddot{\text{G}}\text{A}^a \text{A}\ddot{\text{A}}\ddot{\text{I}}\ddot{\text{A}}, \text{F}^a \text{A}\ddot{\text{A}}\text{C}\text{E}\ddot{\text{Z}}\text{E}\ddot{\text{A}}\text{B}, \ddot{\text{A}}\ddot{\text{J}}, \text{A}\ddot{\text{P}}\ddot{\text{E}}\ddot{\text{Z}}\ddot{\text{A}}, \text{J}\text{A}\ddot{\text{Z}}\text{b}-$

“(4) ^aĀĀEM ĒkAPġht PĀV C^aĀUMĒĀB M^aĀUMĒAQAVĒ ^aĀĀEMĀVĀV Y^aĤAĪĒAZĀ C^fĪĪĀĀ PĪĀŪE «^aĵ 1^aġĀ^aĀ Ā^aġht ±Ā^aĪ^aĒĀB CUMĀĪ^a Ā^aMPĪZĀV ^aĀĀĀŪ CZĒĀB ġĀĀĀ^a PĀĪġĪZĀ ĀAVĀC^UĪE DEĪ^aĒĒĒĒĒ Ē^aĀ^aĤ^a Ā^aMPĪZĀV

[illegible]

C^ai a^aā° Eā «^a_p ÁZā , A, iōt ±ā®^a EāB °EOMYīr-1 Aīlā^a īZā a^aĀEMāīā ±ā®^a ĀVGMPlizīR^a

5. 4fE ðAiä^aÄzAwzÄWÄr.- jzj ðAiä^aAU4Ä ðAiä^aÄ-4 gP è-

(i) 1EÄ GYHAI^aAZÀ(P) RAGLÀ SZTÁV F^aAAÇELZÉB YHAIÉAF MPlzAV JAZbI-

"(P) «zÁyöUkÄ ÄgPÄv^aÄvÄÜ"ZÄÜÄV F CÇPÄiÄ^aÄzÄ5J ¥PÄtZÄCrÄiÄ^oè«ÇöµÄr ÄÄzÄPÄÄÜÄÄÄÄ ¥Ä^o Ä^aÄzÄ".

(ii) (2) $E \tilde{A} \tilde{G} \tilde{Y} \tilde{A} \tilde{\alpha} \tilde{A} \tilde{i} \tilde{a} \tilde{A} \tilde{z} \tilde{P} \tilde{e} (f) R A q \tilde{z} \tilde{v} \tilde{g} \tilde{A} \tilde{A} \tilde{i} \tilde{A}, F \tilde{a} \tilde{A} \tilde{A} \tilde{C} \tilde{E} \tilde{z} \tilde{E} \tilde{A} \tilde{B} \tilde{A} \tilde{j} \tilde{M} \tilde{P} \tilde{z} \tilde{A} \tilde{V} \tilde{J} \tilde{A} \tilde{z} \tilde{b} \tilde{i} \tilde{A}$

“(°Zi) ,A, ðiāā, E-ĀSAiā Ln ¥ĖĖĖĖ Ė-ī (sts.karnataka.gov.in) ĆAZĖ ,A, ð ĖĖĖĖ ĆZĖĖ ĖĖĖĖĖ ,A¥ĖĖĖĖĖĖĖ «ĖĖĖĖĖĖ
MzĖ, ĖĖĖĖĖ”.

(iii) (3) EĀ GŲA 𐰽AiġaġZP ē 𐰽EPMEĒ II gP gMPLZĀY JAS 𐰽ZUMA vġa ĀAiġ "Pġpġ o MĀ a MUMA C a 𐰽AiġAVgMPLZĀY JAS 𐰽ZUMĒAB Āi MPLZĀY

PR - 15

SC - 1000

PIEÁÖI PÀ gÁdæÁ®gÀ DzÃ±ÁEÄ, ÁgPÄvÄÜ CªgÀ °ÉJ) ÈP è

«.£ÁUÑ±i gÁªi

..PÁŏqizÀ CÇĀĒÀ PĀAiĀŏzPŏ (¥ĀxĀĀPĀ)

YÁKÄPÀ^a ÄVÄÜ YËPÀ²PÄT E-ÁSÉ

**WOMEN AND CHILD DEVELOPMENT AND EMPOWERMENT OF
DIFFERENTLY ABLED AND SENIOR CITIZENS SECRETARIAT**

NOTIFICATION

No.WCD 258 SJD 2016(P-1), Bengaluru. Dated: 05.02.2019

Whereas the draft of the Karnataka Department of Women and Child Development (Cadre & Recruitment (Amendment) Rules 2018 was published as required by sub-section (1) of section 3 read with section 8 of the Karnataka State Civil Services Act, 1978 (Karnataka Act 14 of 1990) in Notification No. WCD 258 SJD 2016(PI) Bengaluru dated 29.12.2018 and in part 4A of the Karnataka Gazette dated 03.01.2019, inviting objections and suggestions from all persons likely to be affected thereby within fifteen days from the date of publication of the draft in the Official Gazette.

Whereas the said Gazette was made available to the public on 03.01.2019.

And Whereas the suggestions and objections are not received.

Now therefore, in exercise of the powers conferred by sub section (1) of section 3 read with section 8 of the Karnataka State Civil Services Act, 1978 (Karnataka Act 14 of 1990) the Government of Karnataka hereby makes the following rules, namely :-

RULES

1. **Title and Commencement:-** (1) These rules may be called the Karnataka Women and Child Development Department (Cadre and Recruitment) (Amendment) Rules, 2018.

(2) They shall come into force from the date of their final publication in the Official Gazette.

2. Amendment of the Schedule:- In the Karnataka Women and Child Development Department (Cadre and Recruitment) Rules, 2013 in the Schedule –

(i) in the category of post of “Senior Assistant Director” at serial number 05, in column (5) the following shall be inserted at the end, namely:-

							“Provided that for a period of one year from the date of commencement of the Karnataka Women and Child Development Department (Cadre and Recruitment) (Amendment) Rules, 2018 if a person who has put in a service of not less than five years in the cadre of Child Development Project Officer is not available, then a person who has put in a service of not less than two years may be considered for promotion.”
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(i) in the category of post of “Child Development Project Officers” at serial number 08, in column (5) under the heading “For Promotion:” the following shall be inserted at the end, namely:-

							“Provided that for a period of one year from the date of commencement of the Karnataka Women and Child Development Department (Cadre and Recruitment) (Amendment) Rules, 2018 if a person who has put in a service of not less than five years in the cadres specified in column no. (4) is not available, then a person who has put in a service of not less than two years may be considered for promotion.”
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PR-29
SC-1000

By Order and in the name of Governor of Karnataka

M. RAJANNA

Under Secretary to the Government-2,
Women and Child Development and
Empowerment of Differently Abled and
Senior Citizens Department.

ಪ್ರಾಂತ್ಯೀಯ ಸರ್ಕಾರದ ಆದೇಶ

ಆದೇಶ

ಸಂಖ್ಯೆ: ಸಿ. 231 ಜಿ. 1, 2014, ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 31-10-2018.

ಇದರಲ್ಲಿ ಸರ್ಕಾರದ ಆದೇಶದ ಪ್ರಕಾರ ಡಾ. ಬಾಬು ಜಗಜಿವನ್ ರಾಮ ಲೀತ್ರ್ ಇಂಡಸ್ಟ್ರೀಸ್ ಡೆವಲಪ್ ಮೆಂಟ್ ಕಾರ್ಪೊರೇಷನ್ ಲಿಮಿಟೆಡ್ (Dr. Babu Jagajivan Ram Leather Industries Development Corporation Limited) ನಲ್ಲಿ 15 ನೇ ಆಗಸ್ಟ್ 2018 ರಿಂದ 04-07-2018 ರಂದು ನಡೆಸಿದ ಸಭೆಯಲ್ಲಿ ಸಂಖ್ಯೆ: ಸಿ. 231 ಜಿ. 1, 2014, ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 31-10-2018 ರಂದು ಸರ್ಕಾರದ ಆದೇಶವನ್ನು ಜಾರಿಗೊಳಿಸಲಾಗಿದೆ.

ಪ್ರಾಂತ್ಯೀಯ ಸರ್ಕಾರದ ಆದೇಶದ ಪ್ರಕಾರ ಡಾ. ಬಾಬು ಜಗಜಿವನ್ ರಾಮ ಲೀತ್ರ್ ಇಂಡಸ್ಟ್ರೀಸ್ ಡೆವಲಪ್ ಮೆಂಟ್ ಕಾರ್ಪೊರೇಷನ್ ಲಿಮಿಟೆಡ್ (Dr. Babu Jagajivan Ram Leather Industries Development Corporation Limited) ನಲ್ಲಿ 15 ನೇ ಆಗಸ್ಟ್ 2018 ರಿಂದ 04-07-2018 ರಂದು ನಡೆಸಿದ ಸಭೆಯಲ್ಲಿ ಸಂಖ್ಯೆ: ಸಿ. 231 ಜಿ. 1, 2014, ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 31-10-2018 ರಂದು ಸರ್ಕಾರದ ಆದೇಶವನ್ನು ಜಾರಿಗೊಳಿಸಲಾಗಿದೆ.

ಸಂಖ್ಯೆ: ಸಿ. 231 ಜಿ. 1, 2014, ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 31-10-2018.

ಪ್ರಾಂತ್ಯೀಯ ಸರ್ಕಾರದ ಆದೇಶದ ಪ್ರಕಾರ ಡಾ. ಬಾಬು ಜಗಜಿವನ್ ರಾಮ ಲೀತ್ರ್ ಇಂಡಸ್ಟ್ರೀಸ್ ಡೆವಲಪ್ ಮೆಂಟ್ ಕಾರ್ಪೊರೇಷನ್ ಲಿಮಿಟೆಡ್ (Dr. Babu Jagajivan Ram Leather Industries Development Corporation Limited) ನಲ್ಲಿ 15 ನೇ ಆಗಸ್ಟ್ 2018 ರಿಂದ 04-07-2018 ರಂದು ನಡೆಸಿದ ಸಭೆಯಲ್ಲಿ ಸಂಖ್ಯೆ: ಸಿ. 231 ಜಿ. 1, 2014, ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 31-10-2018 ರಂದು ಸರ್ಕಾರದ ಆದೇಶವನ್ನು ಜಾರಿಗೊಳಿಸಲಾಗಿದೆ.

ಪ್ರಾಂತ್ಯೀಯ ಸರ್ಕಾರದ ಆದೇಶದ ಪ್ರಕಾರ ಡಾ. ಬಾಬು ಜಗಜಿವನ್ ರಾಮ ಲೀತ್ರ್ ಇಂಡಸ್ಟ್ರೀಸ್ ಡೆವಲಪ್ ಮೆಂಟ್ ಕಾರ್ಪೊರೇಷನ್ ಲಿಮಿಟೆಡ್ (Dr. Babu Jagajivan Ram Leather Industries Development Corporation Limited) ನಲ್ಲಿ 15 ನೇ ಆಗಸ್ಟ್ 2018 ರಿಂದ 04-07-2018 ರಂದು ನಡೆಸಿದ ಸಭೆಯಲ್ಲಿ ಸಂಖ್ಯೆ: ಸಿ. 231 ಜಿ. 1, 2014, ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 31-10-2018 ರಂದು ಸರ್ಕಾರದ ಆದೇಶವನ್ನು ಜಾರಿಗೊಳಿಸಲಾಗಿದೆ.

Dr. BABU JAGAJIVAN RAM LEATHER INDUSTRIES DEVELOPMENT CORPORATION LIMITED

No.17/5, 2nd Floor, Oblong Block, Unity Buildings, J.C. Road, BENGALURU – 560 002

AMENDED CADRE, RECRUITMENT

&

PROMOTION RULES 2018

AMENDED CADRE, RECRUITMENT & PROMOTION RULES 2018

INTRODUCTION :

The Cadre, Recruitment and Promotion Rules for Dr. Babu Jagajivan Ram Leather Industries Development Corporation Limited (Dr.BJRLIDC Ltd.,) was introduced for the first time during 1987 as part of Service Regulations and the same was brought into force with effect from 05.10.1987. Subsequently, certain amendments were made to the above C&R Rules during September 1997 based on the approval of the 127th Board Meeting Dt.25.9.1997. Consequent upon the transfer the Corporation from the purview of C & I Dept., to the purview of the Social Welfare Department, the C & R Rules were further amended during May, 2015 based on the approval in 196th Board Meeting held on 13th May, 2015. The Government of Karnataka, following the judgement dated 14.12.2009 passed by the Hon'ble High court of Karnataka in the Writ Appeal No.364/2008 (S-PRO), vide letter No.CI 33 SSI 2010 dated:04.03.2010, directed all the Public Sector Undertakings & Corporations to implement the same.

In Order to streamline the existing Rules & Regulations pertaining to Recruitment and Promotions of Employees and to have optimum utilization of human resources, it is felt necessary to update the existing Cadre, Recruitment & Promotion Rules, applicable to the Employees of Dr.BJRLIDC Ltd.,. It is hoped that this meets individual and collective needs of Employees and motivate them to excel in their performance for the benefit of Employees and the Corporation. In exercise of the powers conferred by Article No.14 of the Articles of Association of the Dr. Babu Jagajivan Ram Leather Industries Development Corporation Ltd., makes following Rules by amendments.

TITLE, COMMENCEMENT AND APPLICATION :

- These Rules may be called DR. "BABU JAGJIVAN RAM LEATHER INDUSTRIES DEVELOPMENT CORPORATION LIMITED CADRE, RECRUITMENT AND PROMOTION RULES 2018".
- These Rules shall come into force after their approval by the Board and the State Government on such date as may be prescribed by the Corporation in this regard.
- These Rules shall apply to all posts / classes of employees under the Corporation except to the extent otherwise expressly provided for under these Rules.

- d) These Rules shall apply to employees whose services have been permanently transferred and absorbed into the services of the corporation.

OBJECTIVES :

- a) To provide sufficient opportunities to the employees who joined at the induction point in several pay-scales to move up in their career.
- b) To identify, train and develop competent personnel for higher levels of performance.
- c) To provide a system of equal opportunity uniformly to all the employees of the Corporation as per Government Orders and Rules.
- d) To buildup morale / loyalty and sense of belongingness.
- e) To improve the overall performance of the Corporation by motivating employees with minimum assured career development.

1. Definitions :

In these rules herein after referred to as the rules unless the context otherwise requires:-

- a. “Appointing Authority” in relation to our employee means the authority empowered to make appointments to the post which the employee for the time being holds i.e., the Managing Director is the appointing authority in case of post's carrying pay scales inclusive and up to ` . 37900 to 70850. The Board is the appointing authority for the posts carrying pay scales above ` . 37900 to 70850.
- b. “Board” means Board of Directors of the Corporation.
- c. “Corporation” means, DR. Babu Jagjivan Ram Leather Industries Development Corporation Limited.,
- d. “Competent Authority” means the Board or any other authority authorized by it.
- e. “Direct Recruitment” in relation to any post means, appointment otherwise than by promotion or by transfer from another post in the service of the Corporation or by deputation from Government or other Organization.
- f. “Employee” means, a person employed by the Corporation and includes a person already employed as on the date of introduction of these rules, whether permanent or temporary, subject to provisions of clause (B) of Rule 1.
- g. “Equivalent Qualification” means, a qualification notified by the Board from time to time to be equivalent to the qualification prescribed in respect of any post or category of posts in these rules.
- h. “Government” means, Government of Karnataka.
- i. “Promotion” means, the appointment of an employee of the Corporation from a post to a higher post involving assumption of higher duties and responsibilities.
- j. “Schedule” means, the Schedule attached to these rules.
- K. “Selection: means selection made in accordance with the provisions of these rules for appointment/promotion to a post by the selection authority nominated by the Board for the purpose.
- l. “Schedule Castes” & “Schedule Tribes” shall have the same meaning as assigned to them in the constitution of India.
- m. “Selection Authority” means, the authority nominated by the board or a Committee constituted for the purpose of selection of candidates to the posts in the Corporation in accordance with these rules.

2. Classification of Posts

1. The posts in the Corporation shall be classified as follows:-
 - i) Group – A
 - ii) Group – B

- iii) Group – C
- iv) Group – D
- a. Group - A posts are those carrying the pay scales, the minimum of which is ` . 56800/- and above.
- b. Group – B posts are those carrying the pay scales, the minimum of which is ` . 43100/- or above but below ` . 83900/-
- c. Group – C posts are those carrying the pay scales, the minimum of which is ` .21400/- or above but below ` . 40900/-.
- d. Group – D posts are those carrying the pay scales below ` . 21400/-

3. The above classification shall be subject to the following conditions.

The nomenclature of the various posts in these four groups of appointments are shown in **Schedule – I**

4. Mode of Recruitment.

1. Appointment of posts in the Corporation shall be made by any of the following methods viz.,
 - a. By Promotion.
 - b. By transfer of a person already in the service of the Corporation from an equivalent cadre.
 - c. By deputation of a person already in the service of Government or any other Organization.
 - d. By direct recruitment.
 - e. By appointment on contract basis.
5. **The mode of recruitment to each category of posts and the age limits, educational qualification, experience etc., prescribed therefore, shall be as shown in schedule – II.**
6. When suitable candidates are not available for appointment to any post or posts to be filled either by direct recruitment or by promotion, such post or posts may be filled by deputation of persons in the service of the Government or any other organizations holding a similar post or equivalent post or by placing, a person in the service of the Corporation in charge of the post, till further arrangements are made provided that no such appointments to any posts by deputation or transfer shall be made unless the person concerned possesses the qualification and experience prescribed for direct recruitment to that post and that, no incharge arrangement in respect of a post shall be made unless the person concerned is qualified and eligible for appointment or promotion to that post in accordance with the rules.
7. **Eligibility and disqualification for appointment.**
 - a. No person shall be eligible for appointment to any post in the Corporation, unless he has completed 18 years of age on the last date prescribed for receipt of applications or on such other date as may be proscribed by the appointing authority.
 - b. The upper age limit for appointments to various posts shall be as indicated in Rule 10 of these rules and or as shown against various posts in the schedule - II.
 - c. No person shall be eligible for appointment to any post in the Corporation, unless he is a citizen of India or a subject of Sikkim or Nepal or Bhutan or Tibetan refugee who came over to India before 1st January, 1962 with the intention of permanently settling in India or a person of Indian origin who has migrated from Pakistan, Burma, Ceylon, Kenya, Uganda, Tanzania, with the intention of permanently settling in India. The candidate belonging to any of these categories shall produce a certificate of eligibility issued by the Deputy Commissioner of the District in the State in whose jurisdiction he is ordinarily resident.
 - d. No person who has more than one wife living and no woman who has married a person already having a wife living shall be eligible for appointment to any post in the Corporation.
 - e. The maximum age limit may be relaxed up to 5 years in the case of persons with specialized qualifications or persons with such previous service under the State or Central Government as in the opinion of the appointing authority is extremely valuable to the Corporation.

- f. No person convicted of an offence involving moral turpitude by a court of Law or dismissed from service under the Corporation or Government or other undertakings for any offence involving moral turpitude or misconduct shall be eligible for appointment to any post under the Corporation.
- g. No person who has resigned from the service of the Corporation is eligible for re-employment unless he has resigned for the purpose of prosecuting higher studies or for other bonfied reasons and he is considered for re- appointment by the competent authority on merit along with others.
- h. No person who attempts to obtain extraneous support by any means for his candidature from official or otherwise shall be eligible for appointment in the Corporation. Canvassing in any form shall disqualify a candidate for appointment in the Corporation.
- i. No person who at the time of his application is in a permanent or temporary employment in any State Government or Central Government or any authority or undertakings of the Central or State Government shall be eligible for appointment under the Corporation unless he has forwarded the application through his present employer or produces a "NO Objection Certificate" from his present employer for seeking employment.
- j. Any person found guilty of impersonation or who has given wrong information in his application for appointment or about his physical fitness or tampered with any other record or documents or suppressed any material information in respect of Age, Educational qualifications, Experience etc., Shall be disqualified for appointment to any post in the Corporation provided in the case of a person already appointed and later found to have given false/wrong information etc., as stated earlier, his services are liable to be terminated without any notice, besides rendering himself liable to criminal prosecution and/or disciplinary action under the rules of the Corporation.

8. Reservation of vacancies for SC's, ST's, backward classes and Ex- serviceman. Reservation and appointment for vacancies to be filled by Direct Recruitment from persons belonging to SC's ST's and other backward classes shall be in accordance with the orders issued by the Government from time to time. Further 10% of the Vacancies in group "A", "B" "C" and D" shall be reserved for ex-servicemen.

9. Age limit for recruitment

- a. Same as otherwise provided in these rules specially made and applicable in respect of any post, every candidate for appointment to any post In the Corporation by Direct Recruitment must have completed the age of 18 years and not attaining the age of
 - i) 40 years in the case of persons belonging to SC/ST.
 - ii) 38 years in the case of persons belonging to Backward classes.
 - iii) 35 years in the case of other persons, on the last date fixed for receipt of applications or on such other date as may be specified by the appointing authority in respect of any post or class of posts provided that: -
- a. The upper age limit in respect of Corporation employee holding an appointment or has been in continuous service for a period not less than three years shall be relaxed to the extent of continuous service put in by the employee subject to a maximum of 10 years.
- b. Where the maximum age limit other than age limit, specified, in sub-rule (a) supra is fixed for recruitment to any post in the recruitment rules applicable to such post than such age limit shall be deemed to have been extended by five years in the case of SC's and ST's and three years in the case of Backward Communities and Backward Caste.
- c. Not with standing anything contained in sub-rule(B), the maximum age limit for appointment shall be deemed to be enhanced in the case of a candidate who is an ex-servicemen discharged from service by reason of demobilization, retrenchment or retirement by the number of years of military service rendered by him.

d. Proof of Age :

In determining the age of an applicant, the date of birth as entered in the school certificate shall prima facie be admitted as the proof of date of Birth of the applicant. Where, however, the applicant is not able to produce any school certificate, a certified copy of the extract from the register of births maintained by the local authorities will be accepted for determining the age of the applicant, provided

further, that, where a person has no educational qualifications and he is unable to produce an extract from the register of births, an affidavit sworn by the parents or near relatives of the applicant (if the parents are not alive) before a magistrate shall be produced as proof of age.

The age once determined and accepted as above and entered in the records shall not be altered at any time during the service of the person in the Corporation.

10. Procedure for selection and recruitment:

i) Clearance for filling up vacancies shall first be obtained from the competent authority.

ii) Reservation of vacancies in respect of SC's and ST's and other backward classes shall then be determined in accordance with the rules in force in the Government of Karnataka.

iii) Notification of vacancies :

The Direct Recruitment vacancies shall be notified to the local employment exchange in addition to notifying them internally within the Corporation and advertising in the local leading news papers if and when needed.

iv) Criteria for selection:

a. In the case of recruitment by written test/oral interview list of candidates selected for filling up the posts shall be prepared by the selection committee constituted for the purpose. Decision of the committee in the preparation of selection list of candidates shall be final.

b. Promotion by selection or on the basis of seniority cum merit shall be made in respect of posts as specified in Schedule - II

v) Eligibility of in- service employees to apply:

Employees of the Corporation are eligible to apply against direct Recruitment posts provided they fulfill the requirements of minimum qualification, experience and the age as prescribed in these rules. They shall send their applications through proper channel besides sending an advance copy directly. Applications received directly without being routed through proper channel shall not be considered.

vi) Selection Committees:

Selection Committees may be constituted by the Board for selection of candidates as and when necessary. The composition of the committees shall be in accordance with the standing orders of Government from time to time.

The following standing Recruitment Committees are empowered to select the candidates:

RECRUITMENT COMMITTEE .:	Mode of Recruitment
<p>Group 'A' & 'B' Posts:</p> <p>The committees consists of Chairman of the Corporation- CHAIRMAN, Managing Director – VICE CHAIRMAN, Board of Director from Finance Dept., Dy.Secy to SW Dept., Nominee of the SWD not below the Rank of Joint Director, Dy. Secretary, DPE, subject expert or concerned departmental head. DGM (ADMN.) - Member Secretary.</p> <p>Group 'C' & 'D' Posts:</p> <p>The committees consists of , Managing Director – CHAIRMAN, Board of Director from Finance Dept., Dy.Secy to SW Dept., Nominee of the SWD not below the Rank of Joint Director, Dy. Secretary, DPE, subject expert or concerned departmental head. DGM (ADMN.) - Member Secretary.</p>	<p>Through KPSC/KEA / other Agencies as prescribed by the Government.</p> <p>(Board is the appointing Authority for Group A & B posts & the Managing Director is the appointing Authority for Group C & D posts)</p>

ii) **PROMOTION COMMITTEE:** The Departmental Promotion Committee shall consist of the following Officers:

1.	Managing Director, Dr. BJRLIDC.Ltd	Chairman
2.	Nominee of the Social welfare Department not below the rank of Joint Director	Member
3.	Dy. General Manager (Commercial) / Dy. General Manager (Development) / Dy. General Manager (Finance & Accounts), Dr.BJRLIDC.Ltd.,	Member
4.	Dy. General Manager (Administration)	Member Secretary

Appointment orders in case of direct recruitment and promotion orders of Group 'A' & 'B' Posts shall be issued after the approval of the Board.

11. Dependents of employees who die while in service/retire on invalidation:

The dependents of employees of the Corporation who die while in service/Retire on invalidation may be given compassionate employment in the service of the Corporation in accordance with the provisions of official Memorandum No. DPAR/100SCA/96, DT: 12-09-1996 or any amended orders of Govt., from time to time.

12. Issue of appointment order to selected candidates:

The competent authority of the Corporation shall inform the selected candidates of the fact of his/her selection and the terms and conditions of his/her appointment after due verification of the concerned original documents, by registered post acknowledgement due to the address given in his application. The candidates acceptance of offer shall be obtained together with a bond in the prescribed form before accepting his duty report. In the case of temporary appointment, the offer of appointment shall clearly indicate the period of appointment and the fact that the service stand terminated automatically unless extended further in writing and on such terms and conditions as may be laid by the appointing authority.

13. Joining time:

As per Service & Regulation Rules, 1991 Section – 4 :

14. Declaration of Satisfactory completion of Probation:

As per Service & Regulation Rules, 1991 - CHAPTER –II - 11 (i) to (vii).

15. Training to the Probationers:

A candidate selected for appointment, may during the period of probation be required training for a specific period.

16. Medical Examination:

Selected candidates should, before being appointed to any post, produce a physical fitness certificate issued by District Medical Officer / District Health Officer from the Department of Health & Family Welfare, Government of Karnataka.

17. Service Agreement:

The candidate appointed to any post in the direct requirement category should give an undertaking on the non-judicial stamp paper binding themselves to service the Corporation for a minimum period of 03 years including probationary period. This Rules shall apply to the in service candidates appointed against direct requirement vacancies. Candidates resigning or leaving the service of the Corporation before expiry of the stipulated period who have contractual obligation shall be liable to pay liquidated damages as prescribed by the appointing authority. Any default on the part of an employee to pay the liquated damages, the same shall be recoverable from the surety.

20. Appointment by Promotion:

- a) All promotions shall be on officiating basis for a period of one year. If the period of officiating is not found to be satisfactory, by the appointing authority, the employee may be reverted to the post held by him immediately before his promotion.
- b) An employee shall be eligible to be considered for promotion if he fulfills the requirements as laid down under the rules in schedule – II.
- c) Reservations for employees belonging to schedule castes/Schedule Tribes shall be made in accordance with the orders issued by Government from time to time.
- d) All promotions on the basis of seniority cum merit or by selection by promotion as specified in the schedule – II.
- e) The selection for promotion shall be made by a selection committee constituted for the purpose.
- f) The selection committee may prescribe such tests for promotions to various category of posts as may be considered necessary.
- g) In case of promotions also, if the employees belonging to SC/ST category with qualifying service are not available in the lower cadre to fill up the quota meant for them as per Government. Orders the person with minimum of three years experience can be considered for promotion so as to make good the quota, where the minimum qualifying service for General Category is five years only. However, the minimum qualifying service should be three years in any case. Further, this relaxation of two years for the employees belongs to SC/ST shall be applicable when only the promotions are made against the posts reserved for SC/ST in the roster.

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CADRE STRENGTH

Sl. No	Cadre of posts	Pay scale	Group	No. of posts i.e., cadre strength
1.	Managing Director	Attached to Deputationist		01
2.	1. Dy. General Manager a. Commercial b. Development c. Administration	67550-1650-72500-1900-83900-2200-97100-20500-104600	A	01 01 01
3.	Dy. General Manager (Finance & Accounts)		A	01

Sl. No	Cadre of posts	Pay scale	Group	No. of posts i.e., cadre strength
4.	Manager 1. Finance & Accounts 2. Audit & Inspection 3. Technical 4. Development 5. RM, Mysuru 6. RM, Belagavi 7. RM, Kalabluragi 8. Company Secretary	56800-1450-62600-1650-72500-1900-83900-2200-97100-2500-99600	A	08
5.	Deputy Manager/Senior Showroom Manager	43100-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900	B	06
6.	Assistant Manager/Showroom Manager /Executive Assistant	37900-950-39800-1100-46400-1250-53900-1450-62600-1650-70850	C	13
7.	Senior Office Assistant/Junior Showroom Manager	33450-850-36000-950-39800-1100-46400-1250-53900-1450-62600	C	21
8.	Office / Sales Assistant	27650-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-52650	C	26
9.	Junior Office / Sales Assistant	21400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-42000	C	13
10	Sr. Steno – cum Computer Operator	33450-850-36000-950-39800-1100-46400-1250-53900-1450-62600	C	03
11	Stenographer Cum Computer Operator	27650-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-52650	C	01
12	Typist-cum- Junior Computer Operator	21400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-42000	C	04
13	Driver	21400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-42000	C	01

Sl. No	Cadre of posts	Pay scale	Group	No. of posts i.e., cadre strength
14	Attender / Watchman	17000-400-18600-450-20400-500-22400-550-24600-600-27000-650-28950	D	39
	Total			140

Annexure – I Shows allocation of posts among Head Office, Regional Office and District Office and Show Rooms

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CADRE AND RECRUITMENT RULES

SCHEDULE – II

STATEMENT SHOWING THE EXISTING AND PROPOSED AMENDMENTS

(JOB REQUIREMENT AND MODE OF FILLING UP VACANCIES)

Existing					Approved Amendments				
Sl. No.	Designation & Pay Scale	No. of Posts	Mode of Recruitment	Prescribed Qualification For DR & Eligibility for PR	Designation & Pay Scale	No. of Posts	Mode of Recruitment	Prescribed Qualification For DR & Eligibility for PR	Remarks
1	2	3	4	5	6	7	8	9	10
1	Managing Director (The Scale attached to the deputationists)	01	Appointment by Deputation from I & C Dept., in the cadre of Addl. Director/ Sr.Jt. Director	-	Managing Director (The Scale attached to the deputationists)	01	Deputation from KAS (Selection Grade) / KGS (Senior Scale)/Addl. Director from Social welfare Department	-	-
	GROUP - A								
2	A) Chief Manager i) Commercial ii) Admin. (. 67550-104600)	01	By Deputation from I&CDept., in the Cadre of Dy.Directors	-	Dy, General Manager i) Coml. ii) Admn.	02	By way of promotion from the cadre of Managers in Comm/Admn. /Dev't./Tech. with	-	Should have passed depl. exam A/cs higher

1	2	3	4	5	6	7	8	9	10
	B)Chief Manager(Devt.) (. 67550-104600)	01	By Deputation from I&CDept., in the Cadre of Dy.Directors	-	(. 67550- 104600) Dy, General Manager (Devt.) (. 67550- 104600)	01	5 years experience. By way of promotion from the cadre of Managers in CommI/Admn./ Devt./Tech. with 5 years experince.	-	part-I & II, General Law – Part-I & Part-II and kan.languexmn.
3	Company Secretary cum Chief Mgr. (Fin.&Accts) (. 67550-104600)	01	By Direct Recruitment	ACS with CA OR ICWAI & 2 yrs,exprn. with Computer knowledge.	Dy, General Manager (Fin & Accs) (. 67550- 104600)	01	By way of promotion from the cadre of Managers in Fin & Accs, / Audit wing OR by Deputn. From SAD in the equivalent cadre, if no Officers eligible for promotion. In the Corpn.	-	- do -
4	Managers (. 56800-99600)	08	By promotion on seniority cum merit with 05 years experience in the cadre of Dy.Managers	-	Managers a. Finance & Accts. b. Audit & Inspn. c.Tech. d.Devt. e.Regional Manager- Kalaburagi f. Regional Manager- Belagavi. g. Regional Manager-Mysuru h. Co.Secy. (Rs.56800-99600)	08	Managers - By promotion on seniority cum merit with 05 years experience in the cadre of Dy.Managers Co-Secy – By DR OR by Deptn. OR on hiring basis.	Co.Secy- Associate Member of ICSI (ACS) as prescribed under the provns of Cos. Act 2013. 2 years exprnce preferred.	-

1	2	3	4	5	6	7	8	9	10
	GROUP - B								
5	Deputy Managers / Sr. Show Room Manager (when posted to Show Room) (` . 43100-83900)	06	50% by Promotion & 50 % by Direct Recruitment	DR : Degree with Diploma in Leather OR Footwear Tech. OR MBA / M.Com., / CA Inter OR ICWAI with 3 yrs exp. & Comp. knowledge PR: 05 yrs exp in the cadre of Asst.Mgrs.	Deputy Managers / Sr. Show Room Manager (when posted to Show Room) (` . 43100-83900)	06	50% by Promotion & 50 % by Direct Recruitment	DR : MBA / M.Com., / CA OR ICWAI Inter. OR Degree in Leather Tech. OR Degree with Dip.in Leather OR FW Tech. OR Leather Goods/ Garments Mfg. with 2 yrs exp & Comp.knowledge. PR: 05 yrs exp in the cadre of Asst.Mgrs / Exe.Asst.	-do -
	GROUP - C								
6	A)Assistant Manager /Showroom Manager (when posted to Showroom) B)Executive Asst. (` . 37900 – 70850)	12 01	50% by Promotion & 50 % by Direct Recruitment	DR : Degree with PG Dip. In Business Admn. / Mktg. Mgt./Per. Mgt.& IR/ Dip.in Leather / FW Tech./ LG mfg. OR BBM & 2 yrs exp. With comp. Knowledge. PR: Mim. 5 yrs exp. In the cadre of Sr.Asst./ Sr. Stenos.	Assistant Manager / Executive Asst./ Showroom Manager (when posted to Showroom) (` . 37900 – 70850)	13	100% by promotion (90% from Sr. Asst, Cadre & 10 % from Sr, Steno cum Comp. Operator Cadre)	PR : Minimum 05 yrs exp. In the cadre of Sr. Office Asst./ Sr. Stenographers on seniority cum merit.	
7	A)Senior Assistant / Junior Showroom Manager (when posted to Showroom) B)Sr. Steno. (` . 33450 – 62,600)	21 03	By Promotion	PR : a.Minimum 05 yrs exp. In the cadre of Asst. b.Minimum 05 yrs exp. In the cadre of Steno-cum Comp. Opr.	Sr. Office Asst./Jr. Showroom Mgr. (` . 33450 – 62,600)	21	100% by promotion	PR: Minimum 05 yrs service in the cadre of Office/Sales Asst.	-
8	-	-	-	-	Sr.Stenographer -cum- Comp. Optr. (` . 33450 – 62,600)	03	100% by promotion	PR: Minimum 05 yrs service in the cadre of Steno cum Comp. Opr.	-

1	2	3	4	5	6	7	8	9	10
9	Assistant (. 27650 – 52650)	26	50% By PR & 50 % By DR	DR : 50% Degree in Arts/Science/Commerce from a Recg. Univercity 50% Dip. in Leather Tech./FW Tech./LG Mfg.. preferably with Comp. knowledge & exp. PR : a.Minimum 05 yrs exp. In the cadre of Jr. Asst./ Typist.	Office / Sales Assistant (. 27650 – 52650)	26	50% By PR & 50 % By DR	DR : 50% Degree in Arts/Science/Commerce from a recg. University with 2 yrs exp. & Computer knowledge. 50% Dip. In Leather Tech./FW Tech./LG Mfg.. with Comp. knowledge & 2 yrs exp. PR : a.Minimum 05 yrs exp. In the cadre of Jr. Office/Sales Asst.	Should have passed deptl.exam A/cs higher part-I & II, Generl Law – Part-I & Part-II and kan.language Exam
10	Stenographer Cum Computer Operator. (. 27650 – 52650)	01	1/3 by Promotion 2/3 by Direct Recruitment	DR: SSLC with Sr. Typewriting & Sr. Shorthand Qulfn. In Kan. & Eng.with Comp. knowl. PR: 05 years experience as Typist / Jr.Asst. on acquisition of requisite qulfn. for the post of Steno.	Stenographer Cum Computer Operator. (. 27650 – 52650)	01	1/3 by Promotion 2/3 by Direct Recruitment	DR: Degree from Recg. University OR Dip. in Coml. Practice from a recognized Board / Orgn. Stenography in Sr.Kannada (English Optnl.) Typing in Sr.Kan. & Eng. Should have certificate in MS Office from Recognised Instition. PR: 05 yrs exp. In the cadre of Typist cum Jr. Comp. Optr./ Jr. Asst. on acquisition of requisite qualification for the post of Stenographer cum Comp. Optr.	-do-

1	2	3	4	5	6	7	8	9	10
11	A) Jr.Assistant (` . 21400-42000)	13	50 % By Promotion & 50% By DR	DR: SSLC preferably with certificate course in FW / LG Mfg. & 2 yrs exp. PR: Minimum 05 yrs exp. As Attender / Skilled worker on acquisition of requisite qulfn. For the post Jr.Asst	Jr. Office / Sales Assistant (` . 21400-42000)	13	50% By PR & 50 % By DR	DR: PUC with 2 yrs exp. & Comp. knowledge. Preference to be given to PUC with certificate course FW / LGS Mfg. PR: 05 yrs exp. As Attender / Watchman on acquisition of requisite qulfn. For the post Jr.Office / Sales Asst.	-do -
	B)Typist (` . 21400-42000)	04	10% by Promotion & 90 % by Direct Recruitment.	DR: SSLC with Sr.Typing in Kannada preferably with Eng Typing PR: Minimum 05 yrs exp. As Attender / Skilled worker on acquisition of requisite qulfn. for the post of Typist	-	-	-	-	-
12	-	-	-	-	Typist cum Jr.Comp. Opr.	04	100% By Direct Recruitment	Pass in PUC / 12 th Std. from a recgd. Board / Orgn.Typing in Sr. Kan. & Eng. Should have certificate in MS Office from recgd. Instn.	-
	GROUP - D								
13	Driver (` . 21400-42000)	01	100% By Direct Recruitment	Pass in SSLC with permanent heavy /LMV Driving License & 2 yrs, exp.	Driver (` . 21400-42000)	01	100% By Direct Recruitment	Pass in SSLC with permanent heavy /LMV Driving License & 2 yrs, exp.	

1	2	3	4	5	6	7	8	9	10
14	Attender / Skilled worker (` . 17000-28950)	39	100% By Direct Recruitment	7 th Std. Pass preferby with exp.	Attender /Watchman (` . 17000-28950)	39	100% By Direct Recruitment	Pass in SSLC with exp.	
	Total	140				140			

SCHEDULE – III

i) **Recruitment committee & Promotion Committee as per Rule No.11(vi).**

RECRUITMENT COMMITTEE:.	Mode of Recruitment
<p>Group 'A' & 'B' Posts:</p> <p>The committees consists of Chairman of the Corporation- CHAIRMAN, Managing Director – VICE CHAIRMAN, Board of Director from Finance Dept., Dy.Secy to SW Dept., Nominee of the SWD not below the Rank of Joint Director, Dy. Secretary, DPE, subject expert or concerned departmental head. DGM (ADMN.) - Member Secretary.</p> <p>Group 'C' & 'D' Posts:</p> <p>The committees consists of , Managing Director – CHAIRMAN, Board of Director from Finance Dept., Dy.Secy to SW Dept., Nominee of the SWD not below the Rank of Joint Director, Dy. Secretary, DPE, subject expert or concerned departmental head. DGM (ADMN.) - Member Secretary.</p>	<p>Through KPSC/KEA / other Agencies as prescribe by the Government.</p> <p>(Board is the appointing Authority for Group A & B posts & the Managing Director is the appointing Authority for Group C & D posts)</p>

ii) **PROMOTION COMMITTEE:** The Departmental Promotion Committee shall consist of the following Officers:

	Managing Director, Dr. BJRLIDC.Ltd	Chairman
	Nominee of the Social welfare Department not below the rank of Joint Director	Member
	Dy. General Manager (Commercial) / Dy. General Manager (Development) / Dy. General Manager (Finance & Accounts), Dr.BJRLIDC.Ltd.,	Member
	Dy. General Manager (Administration)	Member Secretary

CADRE AND RECRUITMENT RULES

SCHEDULE – IV

1.Method of filling up of Posts through Direct Recruitment by KPSC / KEA

i) **Managers / Company Secretary , Dy. Managers & Asst. Managers:** As per Karnataka Govt. Civil Services (Rec. & Selection through Direct Recruitment (Gen.) Rules – 2006.

ii) **Office/Sales Assistant / Jr.Office / Sales Assistant :** PEÄÖI PÄ ° | PÄ ° ÄZÜMÄ EÄÄPÄW ²AIAÄÄUMÄ – 1978gÄ CEÄIAÄ EÄÄPÄW.

iii) Stenographer cum Computer Operator/Typist-cum-Junior Computer Operator: Karnataka Civil Services (Recruitment to the posts of Stenographers & Typists) – Rules – 1983. Notification No.DPAR 27 SCR 83, Bengaluru, Dtd: 10th May, 1983 **ಕರ್ನಾಟಕ ಸರ್ಕಾರ**

vi) Attender / Watchman: J i J i J i.1 AiA°eUk21qAaACAPUkADZagZa aAA-EC°DvAIAEAB ¥A UA A EAAPAw kAw-AAZADAiM aAAqA AUaAZA

2. **Direct Recruitment** to be made by following Recruitment Rules through Examination Authority or Govt. Approved Institutions as decided by the **Direct Recruitment Committee of the Corporation.**

Sl. No	Category of Post	Method to be followed for Direct Recruitment
1	2	3
1	Managers / Company Secretary Dy. Managers & Asst. Managers	<p>Selection to be made by the respective recruitment committee based on the marks obtained in the following written tests and interview:</p> <ol style="list-style-type: none"> 1. Written Test: <ol style="list-style-type: none"> a. General Knowledge, General English language. -150 Marks. b. Test on Logical, Statistical and Psychological capability or specific paper – 150 Marks. 2. Personality Test / Interview – 20 Marks <p><u>NOTE:</u> Questions to be answered may be different depending on the category of posts.</p>
2	Office/Sales Assistant / Jr.Office / Sales Assistant / Stenographer cum Computer Operator/Typist-cum-Junior Computer Operator.	<p>Office/Sales Assistant / Jr.Office / Sales Assistant:</p> <p>Selection to be made by the respective recruitment committee based on the marks obtained in the following written tests.</p> <p>Written Test:</p> <ol style="list-style-type: none"> c. General Knowledge, General English language. -150 Marks. d. Test on Logical, Statistical and Psychological capability – 150 Marks. <p><u>NOTE:</u> Questions to be answered may be different depending on the category of posts.</p> <p>Stenographer cum Computer Operator:</p> <p>Selection to be made by the recruitment committee based on the marks obtained in Degree or Diploma in Commercial practice and marks obtained in Senior Stenography in Kannada and written test conducted by the recruitment committee.</p> <p>Typist-cum-Junior Computer Operator:</p> <p>Selection to be made by the recruitment committee based on the marks obtained in PUC/ 12th Standard and marks obtained in Kannada and English Typing and written test conducted by the recruitment committee.</p>
3	Drivers	Selection to be made by the Recruitment Committee based on the marks obtained in the Driving test to be conducted by the Officer from the RTO who will be the co-member of the recruitment committee.
4	Attender / Watchman	Selection to be made by the Recruitment Committee based on the marks obtained in the SSLC examination and eligibility.

3. Computer Literacy (APJMA) Test is mandatory for the posts of Managers, Dy. Managers, Asst. Managers, **Office/Sales Assistant / Jr. Office / Sales Assistant / Stenographer cum Computer Operator/Typist-cum-Junior Computer Operator.**

4. Syllabus for the competitive exam for recruitment to Group A & B cadres –

Paper -1 :

- **General Knowledge:** General knowledge paper will be Generally equivalent to the knowledge of the students who have passed degree examination and questions to be related to Indian Constitution, Indian History & Culture, General Economics, Geography, Recent events, Science in day to day life and the matters being observed and education person in day to day life.
- **General English:** General English paper will be Generally equivalent to the minimum educational qualification possessed by the candidate who have passed degree examination. The intention will be that the candidates should be aware of the English Grammar, words, spelling, synonymous words, opposite words and to assess the capacity in understanding and grasp the English Language. Also intend to assess the capability of the candidates in using the appropriate words, to verify and find out the eroring in usage of language.

Paper -2:

Specific Paper : Question paper on specific subject.

5. Syllabus for the competitive exam for recruitment to Group 'C' Posts:

- **General Knowledge:** General knowledge paper will be Generally equivalent to the knowledge of the students who have passed degree examination and questions to be related to Indian Constitution, Indian History & Culture, General Economics, Geography, Recent events, Science in day to day life and the matters being observed and education person in day to day life.
- **General English:** General English paper will be generally equivalent to the minimum educational qualification possessed by the candidate who have passed degree examination. The intention will be that the candidates should be aware of the English Grammar, words, spelling, synonymous words, opposite words and to assess the capacity in understanding and grasp the English Language. Also intend to assess the capability of the candidates in using the appropriate words, to verify and find out the eroring in usage of language.

Dr. Babu Jagjivan Ram Leather Industries Development Corporation Ltd.

SCHEDULE – V

(Direct Recruitment / Disciplinary Authority & Appellate Authority)

As per Dr. BJRLIDC Ltd., Service Rules, 1991

Sl.of the Post in Sch. 1	Grade of the post as per Sch.-1	Penalty	Disciplinary Authority	Appellate Authority	Appointing Authority
2 & 3	Dy General Manager – Group –A	a,b,d,	Managing Director		
4	Manager Company Secretary – Group –A	c,e,f	Board	Board	Board
5	Dy. Manager - Group - B				
6	Asst. Manager/ Exe.Asst. – Group - C	a	Head of the Section	Managing Director	Managing Director
7	Sr. Asst. – Group – C				
8	Office/Sales Asst – Group - C				
9	Jr. Office / Sales Asst. – Group - C	b,c,d,e,f	Managing Director	Board	
10	Sr. Steno cum Com.Operator – Group - C				

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Annexure-To
Schedule – I

Sl.No	Post	Place of Post		Remarks
1.	Managing Director (1)	Head Office		
2.	Dy. General Manager (4)	1. Commercial	Head Office	
		2. Development	Head Office	
		3. Administration	Head Office	
		4. Finance & Accounts	Head Office	
3.	Manager (8)	1. Finance & Accounts	Head Office	
		2. Audit & Inspection	Head Office	
		3. Technical	Head Office	
		4. Development	Head Office	
		5. Regional Manager, Mysuru		
		6. Regional Manager, Belagavi		
		7. Regional Manager, Kalaburagi		
		8. Company Secretary		

Sl.No	Post	Place of Post	Remarks
4.	. Deputy Managers (6)	<div> <div> 1. Development 2. Administration 3. Commercial & Central Stores </div> <div> } </div> <div> HO </div> </div> <div> 4. SR Manager LLE Mysore cum DCO Mysore District. 5. SR Manager, LLE Majestic cum DCO Bangalore Urban District. 6. SR Manager, LLE Jayanagar cum DCO </div>	
5.	Assistant Manager/ Executive Assistant / SR Manager (13)	1. EA to Chairman 2. EA to Managing Director 3. Finance & Administration (HO) 4. Audit & Inspection (HO) 5. Technical (HO) 6. SR Manager, LLE Hubli & DCO, Dharwad District 7. SR Manager, LLE Tumkur & DCO, Tumkur District 8. SR Manager, LLE Shimoga & DCO, Shimoga District 9. SR Manager, LLE Chitradurga & DCO, Chitradurga District 10. SR Manager, LLE Gulbarga & DCO, Gulbarga District 11. SR. Manager, LLE Bidar & DCO, Bidar District 12. SR Manager, LLE Bellary & DCO, Bellary District 13. SR Manager, LLE Belgaum & DCO, Belgaum District	
6.	Senior Office Assistant / JSR Manager (21 Posts)	<div> <div> 1. Finance & Accounts 2. Audit & Inspection 3. Administration 4. Development </div> <div> } </div> <div> H O </div> </div> <div> 5. JSR Manager, LLE Rajajinagar 6. JSR Manager, LLE Davanagere & DCO, Davanagere District 7. JSR Manager, LLE Raichur & DCO, Raichur District 8. JSR Manager, LLE Yadgir & DCO, Yadgir District 9. JSR Manager, LLE Mangalore & DCO, Mangalore District </div>	

Sl.No	Post	Place of Post	Remarks
		10. JSR Manager, LLE Chickmangalore & DCO Chickmangalore District 11. JSR Manager, LLE Mandya & DCO, Mandya District 12. JSR Manager, LLE Ramanagar & DCO, Ramanagar District 13. JSR Manager, LLE Chamarajnagar & DCO Chamarajnagar District 14. JSR Manager, LLE Chickballapur & DCO Chickballapur District 15. JSR Manager, LLE Kolar & DCO Kolar District 16. JSR Manager, LLE Koppal & DCO, Koppal District 17. JSR Manager, LLE Vijayapura & DCO, Vijayapura District 18. JSR Manager, LLE Bagalkote & DCO, Bagalkote District 19. JSR Manager, LLE Gadag & DCO, Gadag District 20. JSR Manager, LLE Haveri & DCO, Haveri District 21. JSR Manager, LLE Hassan & DCO, Hassan District	
7.	Senior Steno cum Computer Operator (3)	1. Dy. General Manager (Development) 2. Dy. General Manager Fin. & Accounts 3. Company Secretary	
8.	Stenographer cum Computer Operator (1)	Dy.General Manager (Com.), H.O. B'Lore.	.
9.	Office / Sales Assistant (26)	1. I/C LLE Uttarkannada & DCO,Uttar kannada 2. I/C LLE Kodagu & DCO Kodagu Dist 3. I/C LLE Udupi & DCO Udupi 4. LLE Kuvempunagar,Mysore 5. LLE Sayyajirao Road, Mysore 6. LLE Sayyajirao Road, Mysore 7. LLE Jayanagar 8. LLE Jayanagar 9. LLE Majestic 10.LLE Hubli 11.LLE Tumkur	

Sl.No	Post	Place of Post	Remarks
		12.LLE Shimoga 13.HK Region, Gulbarga 14. Regional Office, Mysore 15. Regional Office, Belgaum 16. Fin & Accts 17. Fin & Accts 18. Audit & Insp 19. Audit & Insp 20. Development 21. Technical 22. Administration 23. Commercial 24. Central Stores 25. Development 26. CFC, Athani	
10.	Junior Office/Sales Assistant (13)	1. Administration 2. Central Stores 3. LLE Majestic 4. LLE Rajajinagar 5. LLE Chitradurga 6. LLE Davanagere 7. LLE Belgaum 8. LLE Raichur 9. LLE Gulbarga 10.LLE Bellary 11.LLE Mangalore 12.LLE Chickmangalore 13. Commercial	

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Sl.No	Post	Place of Post	Remarks
11.	Typist cum Junior Computer Operator (04)	1. Technical 2. Administration 3. Reg. Office, Gulbarga 4. Central Store	
12.	Drivers (01)	Managing Director 's Vehicle	
13.	Attender / Watchman - 39	1. Chairman – 02 2. Managing Director -02 3. Head Office – 03 4. Regional Office – 02 5. Gulbarga Regional Office - 01 6. Central Stores – 03 7. LLE Rajajinagar - 01 8. LLE Kuvempunagar - 01 9. DCO's – 24 (Mysore -2)	

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